

## Income Security

### Key Community Health Needs Assessment Findings:

- Wages for frontline and essential workers rarely meet the California Self-Sufficiency Standard
- Despite low unemployment locally, annual wage increases are not meeting inflation
- Local minimum wages in each county are less than half of the California Self-Sufficiency Standard minimum wage requirements

Goal	Reduce barriers to employment/careers that provide community members with a living wage
Income Security Strategies	Anticipated Impact
Support efforts to increase workforce-related educational attainment and/or job training. <sup>69, 70, 71, 72, 73, 74, 75, 76, 78, 79, 80</sup>	<ul style="list-style-type: none"> <li>• Reduced unemployment rates</li> <li>• Improved health insurance rates</li> <li>• Reduced poverty rates in San Mateo and Santa Clara counties</li> <li>• Reduced California Self-Sufficiency Standard disparity</li> <li>• Reduction of pay disparities</li> </ul>
Support Guaranteed Basic Income pilots. <sup>81, 82</sup>	<ul style="list-style-type: none"> <li>• Reduced poverty rates in San Mateo and Santa Clara counties</li> <li>• Reduced unemployment rates</li> <li>• More people earning a living wage</li> <li>• Reduced economic insecurity</li> <li>• Improved associated health outcomes</li> </ul>
Support anchor institution-informed interventions to address economic security issues (e.g., targeted hiring and workforce development pipelines, incentivizing local and minority-owned procurement, policy change to improve economic security for vulnerable populations). <sup>83, 84, 85, 86, 87, 88</sup>	<ul style="list-style-type: none"> <li>• Reduced unemployment rates</li> <li>• More people earning a living wage</li> <li>• Reduced economic insecurity</li> </ul>

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